



CITY COUNCIL GOALS AND OBJECTIVES

FY 2021 - 2022



2015-2025 THE DECADE OF RENAISSANCE

Vision—Lancaster is the Shining Star of Texas, with growing opportunities to prosper, live, learn, work and play.

Mission—The City of Lancaster partners with its community to deliver sustainable public services, preserving, protecting and enhancing the quality of life.

Financially Sound Government - The City has a long-range financial plan and prudent fiscal policies and processes. Appropriate reserve levels and a competitive tax rate ensure that the City has funds available to address the needs of the community and responsibly manage its debt.

1. **Begin planning for a future bond election**

Professional & Committed City Workforce -

Lancaster City Government is an employer of choice with competitive pay that attracts an engaged, responsive, customer-oriented, innovative, and effective workforce. Some employees live in the City and all have a sense of ownership for the community. City employees feel needed and appreciated by elected officials, residents, and businesses. Employees are respectful and appreciative of their customers and the City's governing body. The City Council and City's Executive staff are engaged with residents and attends community events, upholds strong customer service, and uses technology to aid them in working smarter.

1. **Complete a salary compression analysis**

Quality Development - The City encourages high quality, diverse housing, commercial and retail development and public facilities. Policies encourage sustainable building practices, conservation and the use of alternative energy sources.

1. **Continue implementation of the Comprehensive Plan**
2. **Create new TIF districts including downtown, hospital, and campus areas**
3. **Review and revise development codes/overlay districts**

Sound Infrastructure - The City supports an adequate and well-maintained municipal infrastructure to meet both current demands and future expansion needs.

1. **Begin planning for Fire Station #4 site selection and funding**
2. **Initiate planning for broadband community network**
3. **Update the facility needs assessment**

Healthy, Safe, & Engaged Community - Lancaster is a place where we embrace public safety and proactive code enforcement in our neighborhoods to sustain vibrant residential and business communities. The community celebrates unity and participates in City-wide events, recreational and cultural activities. Residents have opportunities for involvement in civic life through boards and commissions, youth and parent volunteer opportunities in recreation, sports teams, City elections, and Civic Academies, Schools and City-wide celebrations.

1. **Explore funding options for a small business assistance initiative**
2. **Develop proactive code compliance strategy**